affinia

Education Payroll that powers your potential

Efficient, compliant, and scalable Payroll solutions built for you.

Our Education Payroll expertise includes:

- Automation & technology
- Regulatory compliance
- Cost savings
- Tailored payroll solutions
- Comprehensive support

Payroll in Education: Complex, critical, and our specialism

Managing Payroll in the education sector is uniquely challenging. From term-time contracts and multiple pay scales to TLRs, SENs, and pension schemes like Teachers' Pensions and the LGPS — every detail matters. Accuracy is not optional. Compliance is essential. Timeliness is non-negotiable.

At Affinia, we specialise in education payroll services that are built to handle the sector's complexity with confidence and care.

Specialist education expertise:

We understand term-time only pay calculations, incremental salary progression and multiple contract types, including parental leave and sick schemes. This would be applied using The Green Book and the STPC (The Burgundy Book) if this is applicable.

A complete pension service:

We manage contributions, opt-ins/outs, retirement and monthly data submissions, while monitoring auto-enrolment requirements, ensuring you stay compliant with pension regulations, as well as the year end returns and pension bandings.

Fully HMRC compliant:

PAYE, Real Time Information (RTI) submissions, and statutory payments are handled accurately and on time, while understanding the statutory regulations and processes to ensure compliance

Data protection compliance:

All sensitive payroll data is stored securely in line with UK GDPR and safeguarding requirements.

BACS - approved bureau:

BACS payments submitted for salaries and third parties.

Reporting packs:

Comprehensive suite of payroll reports tailored to your needs.

"Since partnering with Affinia in October 2024, we've been thoroughly impressed by their in-depth knowledge of the education sector and the specific needs of independent schools. Their payroll service is consistently accurate, timely, and fully aligned with the complex requirements of the Teachers' Pension Scheme. What sets them apart is their dedicated team of payroll specialists - we have direct points of contact who truly understand our school and are always responsive, helpful, and proactive in resolving any queries. It's a level of service and expertise that gives us real confidence and peace of mind."

Mr Alex Gear — Headmaster — Oakhyrst Grange School

Contact us:

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Visit our website